

IPC - Training

Approved For Release 2001/07/28 : CIA-RDP78-04723A000100160003-6

24 September 1969

MEMORANDUM FOR: Mr. Bannerman via Mr. Coffey

SUBJECT : Computer Training for Senior Officers

While I agree that the idea of computer training for "senior officers" is a good one, I can't for several reasons agree that the [REDACTED] proposal is the best approach to our problem. The following are some of my thoughts -- and not necessarily in the order of their importance.

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First, I have put quotes around senior officers because I think any program for computer training of executives ought to envision the senior officer of today as well as the successor generation.

Second, I think we all know the difficulty we have had in the past -- and still have -- in breaking the current crop of senior officers loose for any training over an extended period and the thought of 30-50 additional senior officers being scheduled for a year "away from the office" poses a problem.

Third, to talk about sending a senior officer who has only three years left with the Agency away for one year of training overlooks, I think, a fair return to the Agency of its investment. My own feeling would be that any senior officer being sent away for a full year of computer training should have a minimum of five years to serve with the Agency after he returns from such training.

Fourth, going back to my earlier distinction between senior officers of the present generation and those of the future, I think that any computer training of such officers should be divided into two categories -- or possibly three, if we wish to take in the current short timer (three years or less remaining with the Agency) senior officers. Thus I would think the current "short timer" ought to get a few of the "computer orientation" courses such as those provided by DOD for executives and the Agency-conducted

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orientation courses of some three weeks. The second group of senior officers, those with between five and seven years of service remaining before retirement could get a more extended founding in computer training in courses that are put on by any number of organizations here in the Washington area or elsewhere (one such organization for example is the Computer Learning Centers of Rockville, Maryland and Falls Church, Virginia who provide introductory courses -- management seminars and courses for data processing professionals, to name a few).

Lastly, those officers whom we can identify as the managers of tomorrow should be scheduled for both the Agency orientation in computers and a more extensive program which might well incorporate a year of resident study at one of the universities or other computer specialized training facilities in or outside of Government.

The above are some of the more immediate ideas that come to my mind and I'm sure that as we discuss the problem others will be surfaced which might well lead us to a different approach to the problem. For example, there's one other thought that comes to my mind as well and that is that I believe the "computer training" problem will be markedly different for each Directorate and I would therefore think that as opposed to any idea of getting selection panels, American University, etc., into the act, we would want to treat this activity as a much more Directorate-oriented problem permitting the Deputy Director concerned to schedule the external training of his officers in the manner he deemed appropriate to his requirements.

In the light of these "initial comments", I would hope that we could discuss this matter in more detail before deciding upon the extent or manner in which we might elect to support or modify [REDACTED] proposal.

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[REDACTED]
Chief, Support Operations Staff/DDS

Att.

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Memo for Messrs Coffey, [REDACTED] fm DD/S
dtd 20 September re: Computer/Ops Research Skill
Development Program

Distribution:

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0 - Addressee

1 - [REDACTED]

1 - SOS/Chrono